

EXCERPTS FROM THE INSPECTOR GENERAL'S SURVEY OF THE CAREER TRAINING PROGRAM
APRIL 1967

1. The IG Survey concludes that the CT Program has been a success, that excellent relationships exist between OTR and OP, the two-year training figure is too ^{low} ~~low~~, monitoring the careers is well handled in the Support Services but needs improvement in other directorates.
2. Specifies four major elements of the CTP; namely, recruitment, selection, training, and placement, with selection considered the most critical.
3. Indicates the cost of training a CT for two years is about ⁴⁰ \$4,000, the total cost of operating the program in FY 67 being 6.3 million dollars.
4. States that the average CT is in his mid to late twenty's, has completed military service and has a Bachelor's ~~degree~~ or Master's degree. About

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5. States that the CT Program is one of the major avenues of entering professional personnel into the Agency. In 1966 201 CT's began formal training. The CT Program now has a ceiling of 225 CT's plus an additional 50 per year for two years for [REDACTED] For the first five years the average was about 45 per year and by the end of 1955, 231 JOT's had entered the Agency. By 1959 a total of 556 CT's had been recruited. By the end of 1966 there were 1,144 CT's and former CT's in the Agency.

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6. The quotas for FY 65 and 66 were as follows: CS, 90; Support Services, 55; Directorate of Intelligence, 55; DDS&T, 10; Office of the Director, 10; Contingencies and Attrition, 5.

7. Page 26 compares CT prospects with those of management in turn in the Civil Service FSO in the Foreign Service to the disfavor of the CT Program.

8. Page 32 has the processing time of a typical applicant file showing two months between interview and acknowledgement of receipt of application.

9. Page 36 deals with sources showing ^{that in} the first several years of the CT Program ivy league colleges were favored but that currently a much wider diversity had been achieved contrary to the Foreign Service which continued to rely heavily on the ivy league schools plus California, Michigan, Stanford, and Georgetown.

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Services. After 15 years former CT's are beginning to move into middle and senior Agency positions. In OCI, for example, an area chief and a division chief are former CT's. ONE has four GS-14 ~~estimates~~ ^{officers} officers. The CS has two GS-15 ~~officers~~ ^{officers} in Headquarters and several

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_____ ranging in grade from GS-12 to GS-14.

11. Page 99 and 100 deal with CT attrition. A total of 1,648 CT's have joined the Agency since the first class in December 1951. Of these 1,648, 504 or 31 percent have left the Agency leaving 1,144 or 69 percent still on active duty. These percentages can be misleading because they include CT's from the most recent classes. Of the 156 CT's who joined the Agency in the first five classes between December 1951 and December 1953 the attrition is 65 percent. There is a progressive decline in the middle years so that of the 374 CT's that were in the 5 classes from July 1962 to July 1964 the attrition is 24 percent.